

Department of State  
Bureau of Human Resources

Fiscal Year 2017

Foreign Service Promotion Statistics  
by  
Ethnicity, Gender and Race

**Foreign Service Promotion Statistics for 2017**  
**Category: FE-MC to FE-CM**

Gender	Number Completed	Number Promoted	Promotion Rate %
Male	97	3	3.1
Female	46	1	2.2
<b>TOTALS</b>	<b>143</b>	<b>4</b>	<b>2.8</b>

Ethnicity	Number Completed	Number Promoted	Promotion Rate %
Hispanic	4	0	0.0
Not Hispanic	139	4	2.9
<b>TOTALS</b>	<b>143</b>	<b>4</b>	<b>2.8</b>

Race	Number Completed	Number Promoted	Promotion Rate %
White	123	3	2.4
African American	11	0	0.0
American Indian	0	0	0.0
Asian	5	1	20.0
Native Hawaiian	0	0	0.0
Multi-race	1	0	0.0
Unspecified	3	0	0.0
<b>TOTALS</b>	<b>143</b>	<b>4</b>	<b>2.8</b>

**Produced by HR/RMA**

**Foreign Service Promotion Statistics for 2017**  
**Category: Generalist FE-OC to FE-MC**

Gender	Number Completed	Number Promoted	Promotion Rate %
Male	166	15	9.0
Female	80	14	17.5
<b>TOTALS</b>	<b>246</b>	<b>29</b>	<b>11.8</b>

Ethnicity	Number Completed	Number Promoted	Promotion Rate %
Hispanic	9	1	11.1
Not Hispanic	237	28	11.8
<b>TOTALS</b>	<b>246</b>	<b>29</b>	<b>11.8</b>

Race	Number Completed	Number Promoted	Promotion Rate %
White	219	27	12.3
African American	7	1	14.3
American Indian	1	0	0.0
Asian	9	1	11.1
Native Hawaiian	0	0	0.0
Multi-race	5	0	0.0
Unspecified	5	0	0.0
<b>TOTALS</b>	<b>246</b>	<b>29</b>	<b>11.8</b>

**Produced by HR/RMA**

**Foreign Service Promotion Statistics for 2017**  
**Category: Generalist FS-01 to FE-OC**

Gender	Number Completed	Number Promoted	Promotion Rate %
Male	207	29	14.0
Female	93	14	15.1
<b>TOTALS</b>	<b>300</b>	<b>43</b>	<b>14.3</b>

Ethnicity	Number Completed	Number Promoted	Promotion Rate %
Hispanic	20	3	15.0
Not Hispanic	280	40	14.3
<b>TOTALS</b>	<b>300</b>	<b>43</b>	<b>14.3</b>

Race	Number Completed	Number Promoted	Promotion Rate %
White	265	40	15.1
African American	9	2	22.2
American Indian	0	0	0.0
Asian	10	0	0.0
Native Hawaiian	0	0	0.0
Multi-race	9	1	11.1
Unspecified	7	0	0.0
<b>TOTALS</b>	<b>300</b>	<b>43</b>	<b>14.3</b>

**Produced by HR/RMA**

**Foreign Service Promotion Statistics for 2017**  
**Category: Generalist FS-02 to FS-01**

Gender	Number Competed	Number Promoted	Promotion Rate %
Male	828	63	7.6
Female	521	67	12.9
<b>TOTALS</b>	<b>1,349</b>	<b>130</b>	<b>9.6</b>

Ethnicity	Number Competed	Number Promoted	Promotion Rate %
Hispanic	62	7	11.3
Not Hispanic	1,286	123	9.6
Unspecified	1	0	0.0
<b>TOTALS</b>	<b>1,349</b>	<b>130</b>	<b>9.6</b>

Race	Number Competed	Number Promoted	Promotion Rate %
White	1,113	113	10.2
African American	63	7	11.1
American Indian	6	1	16.7
Asian	96	6	6.3
Native Hawaiian	0	0	0.0
Multi-race	39	1	2.6
Unspecified	32	2	6.3
<b>TOTALS</b>	<b>1,349</b>	<b>130</b>	<b>9.6</b>

**Produced by HR/RMA**

**Foreign Service Promotion Statistics for 2017**  
**Category: Generalist FS-03 to FS-02**

Gender	Number Competed	Number Promoted	Promotion Rate %
Male	587	98	16.7
Female	445	91	20.4
<b>TOTALS</b>	<b>1,032</b>	<b>189</b>	<b>18.3</b>

Ethnicity	Number Competed	Number Promoted	Promotion Rate %
Hispanic	56	14	25.0
Not Hispanic	976	175	17.9
<b>TOTALS</b>	<b>1,032</b>	<b>189</b>	<b>18.3</b>

Race	Number Competed	Number Promoted	Promotion Rate %
White	844	156	18.5
African American	53	5	9.4
American Indian	2	1	50.0
Asian	72	16	22.2
Native Hawaiian	1	0	0.0
Multi-race	30	2	6.7
Unspecified	30	9	30.0
<b>TOTALS</b>	<b>1,032</b>	<b>189</b>	<b>18.3</b>

**Produced by HR/RMA**

**Foreign Service Promotion Statistics for 2017**  
**Category: Generalist FS-04 to FS-03**

Gender	Number Completed	Number Promoted	Promotion Rate %
Male	527	200	38.0
Female	377	116	30.8
<b>TOTALS</b>	<b>904</b>	<b>316</b>	<b>35.0</b>

Ethnicity	Number Completed	Number Promoted	Promotion Rate %
Hispanic	62	17	27.4
Not Hispanic	842	299	35.5
<b>TOTALS</b>	<b>904</b>	<b>316</b>	<b>35.0</b>

Race	Number Completed	Number Promoted	Promotion Rate %
White	706	247	35.0
African American	61	19	31.1
American Indian	2	1	50.0
Asian	76	32	42.1
Native Hawaiian	1	1	100.0
Multi-race	53	14	26.4
Unspecified	5	2	40.0
<b>TOTALS</b>	<b>904</b>	<b>316</b>	<b>35.0</b>

**Produced by HR/RMA**

**Foreign Service Promotion Statistics for 2017**  
**Category: Specialist FE-OC to FE-MC**

Gender	Number Completed	Number Promoted	Promotion Rate %
Male	63	5	7.9
Female	9	1	11.1
<b>TOTALS</b>	<b>72</b>	<b>6</b>	<b>8.3</b>

Ethnicity	Number Completed	Number Promoted	Promotion Rate %
Hispanic	4	1	25.0
Not Hispanic	68	5	7.4
<b>TOTALS</b>	<b>72</b>	<b>6</b>	<b>8.3</b>

Race	Number Completed	Number Promoted	Promotion Rate %
White	63	5	7.9
African American	3	0	0.0
American Indian	1	0	0.0
Asian	2	1	50.0
Native Hawaiian	0	0	0.0
Multi-race	1	0	0.0
Unspecified	2	0	0.0
<b>TOTALS</b>	<b>72</b>	<b>6</b>	<b>8.3</b>

**Produced by HR/RMA**



**Foreign Service Promotion Statistics for 2017**  
**Category: Specialist FS-01 to FE-OC**

Gender	Number Completed	Number Promoted	Promotion Rate %
Male	134	15	11.2
Female	24	5	20.8
<b>TOTALS</b>	<b>158</b>	<b>20</b>	<b>12.7</b>

Ethnicity	Number Completed	Number Promoted	Promotion Rate %
Hispanic	11	2	18.2
Not Hispanic	147	18	12.2
<b>TOTALS</b>	<b>158</b>	<b>20</b>	<b>12.7</b>

Race	Number Completed	Number Promoted	Promotion Rate %
White	130	17	13.1
African American	10	1	10.0
American Indian	2	0	0.0
Asian	6	1	16.7
Native Hawaiian	0	0	0.0
Multi-race	5	0	0.0
Unspecified	5	1	20.0
<b>TOTALS</b>	<b>158</b>	<b>20</b>	<b>12.7</b>

**Produced by HR/RMA**

**Foreign Service Promotion Statistics for 2017**  
**Category: Specialist FS-02 to FS-01**

Gender	Number Completed	Number Promoted	Promotion Rate %
Male	610	48	7.9
Female	145	18	12.4
<b>TOTALS</b>	<b>755</b>	<b>66</b>	<b>8.7</b>

Ethnicity	Number Completed	Number Promoted	Promotion Rate %
Hispanic	72	7	9.7
Not Hispanic	683	59	8.6
<b>TOTALS</b>	<b>755</b>	<b>66</b>	<b>8.7</b>

Race	Number Completed	Number Promoted	Promotion Rate %
White	568	45	7.9
African American	78	12	15.4
American Indian	2	0	0.0
Asian	39	3	7.7
Native Hawaiian	0	0	0.0
Multi-race	26	1	3.8
Unspecified	42	5	11.9
<b>TOTALS</b>	<b>755</b>	<b>66</b>	<b>8.7</b>

**Produced by HR/RMA**

**Foreign Service Promotion Statistics for 2017**  
**Category: Specialist FS-03 to FS-02**

Gender	Number Completed	Number Promoted	Promotion Rate %
Male	1,088	99	9.1
Female	192	30	15.6
<b>TOTALS</b>	<b>1,280</b>	<b>129</b>	<b>10.1</b>

Ethnicity	Number Completed	Number Promoted	Promotion Rate %
Hispanic	128	8	6.3
Not Hispanic	1,152	121	10.5
<b>TOTALS</b>	<b>1,280</b>	<b>129</b>	<b>10.1</b>

Race	Number Completed	Number Promoted	Promotion Rate %
White	935	95	10.2
African American	115	17	14.8
American Indian	8	1	12.5
Asian	83	7	8.4
Native Hawaiian	0	0	0.0
Multi-race	63	5	7.9
Unspecified	76	4	5.3
<b>TOTALS</b>	<b>1,280</b>	<b>129</b>	<b>10.1</b>

**Produced by HR/RMA**

**Foreign Service Promotion Statistics for 2017**  
**Category: Specialist FS-04 to FS-03**

Gender	Number Competed	Number Promoted	Promotion Rate %
Male	699	163	23.3
Female	216	35	16.2
<b>TOTALS</b>	<b>915</b>	<b>198</b>	<b>21.6</b>

Ethnicity	Number Competed	Number Promoted	Promotion Rate %
Hispanic	90	20	22.2
Not Hispanic	825	178	21.6
<b>TOTALS</b>	<b>915</b>	<b>198</b>	<b>21.6</b>

Race	Number Competed	Number Promoted	Promotion Rate %
White	668	149	22.3
African American	82	11	13.4
American Indian	2	1	50.0
Asian	60	19	31.7
Native Hawaiian	5	0	0.0
Multi-race	73	12	16.4
Unspecified	25	6	24.0
<b>TOTALS</b>	<b>915</b>	<b>198</b>	<b>21.6</b>

**Produced by HR/RMA**

**Foreign Service Promotion Statistics for 2017**  
**Category: Specialist FS-05 to FS-04**

Gender	Number Competed	Number Promoted	Promotion Rate %
Male	17	1	5.9
Female	209	17	8.1
<b>TOTALS</b>	<b>226</b>	<b>18</b>	<b>8.0</b>

Ethnicity	Number Competed	Number Promoted	Promotion Rate %
Hispanic	18	1	5.6
Not Hispanic	208	17	8.2
<b>TOTALS</b>	<b>226</b>	<b>18</b>	<b>8.0</b>

Race	Number Competed	Number Promoted	Promotion Rate %
White	157	15	9.6
African American	31	1	3.2
American Indian	1	0	0.0
Asian	21	1	4.8
Native Hawaiian	0	0	0.0
Multi-race	8	0	0.0
Unspecified	8	1	12.5
<b>TOTALS</b>	<b>226</b>	<b>18</b>	<b>8.0</b>

**Produced by HR/RMA**

**Foreign Service Promotion Statistics for 2017**  
**Category: Specialist FS-06 to FS-05**

Gender	Number Competed	Number Promoted	Promotion Rate %
Male	22	2	9.1
Female	185	33	17.8
<b>TOTALS</b>	<b>207</b>	<b>35</b>	<b>16.9</b>

Ethnicity	Number Competed	Number Promoted	Promotion Rate %
Hispanic	22	5	22.7
Not Hispanic	185	30	16.2
<b>TOTALS</b>	<b>207</b>	<b>35</b>	<b>16.9</b>

Race	Number Competed	Number Promoted	Promotion Rate %
White	154	29	18.8
African American	22	2	9.1
American Indian	0	0	0.0
Asian	9	0	0.0
Native Hawaiian	1	0	0.0
Multi-race	14	2	14.3
Unspecified	7	2	28.6
<b>TOTALS</b>	<b>207</b>	<b>35</b>	<b>16.9</b>

**Produced by HR/RMA**